

Florida Reduces Small Business  
Illness and Injury Rates

# The Seven-Up Safety and Health Program

**USF Safety Florida Consultation Program**

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# Small Businesses, No Safety Plan

- 370,000 small businesses in Florida (US Small Business Administration Report – 200), up to 500 employees
- Our experience: thousands have no safety plan

# Contributions of Florida Division of Safety

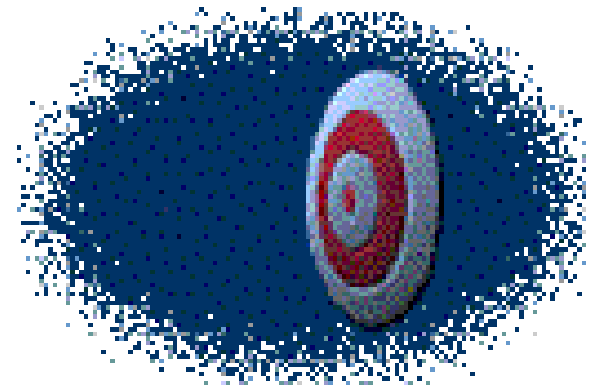
- Administered Florida's 21(d) program until June 30, 2000
- Sunsetting by state legislature
- Program now administered by University of South Florida College of Public Health Consultation Program
- Building on Division of Safety research

***University of South Florida***



# Florida Division of Safety

- Targeted around 1,200 small businesses.
- Implemented a safety plan with these businesses.
- Decreased Lost Workdays by 13% over pre-consultation statistics.
- At \$11,105 per claim, reflects \$10.6 million savings.



# Database and Tracking Systems

- Bureau of Labor Statistics (BLS Data)
- Dunn and Bradstreet
- Florida Workers' Compensation database
- Division of Safety Inspection database



# Criteria

- Two or more Workers' Compensation claims during the period of 1998/99
- Injury frequency rate above state average for Standard Industrial Classification (SIC)



# Methodology

- Initial visit to site
- Check site injury/accident logs (OSHA200) private industry, STATE SAF 200 Public Sector
- Utilized a pre developed check list based on SIC code
- Over 200 + specific SIC programs developed (now located at <http://www.publichealth.usf.edu/consult>)
- Completed site audit specifically targeted to look at cause of accidents
- Designed site specific Safety and Health programs

# Pre- and Post-Consultation Intervention Study

- As Florida experienced population and business growth in the 90's, the Division of Safety developed an occupational safety and health management system for businesses that did not have a safety program.

# Pre- and Post-Consultation Intervention Study

- Reduce lost workday injury rates.
- Reduce accident frequency rates.
- Increase Division of Safety services provided to customers.
- Decrease cost of providing services.

# Data Gathering



- New databases tracked and measured successes and failures through performance-based budgeting.
- Developed new sources for gathering data.
- Targeted and monitored employers with high injury and illness rates.

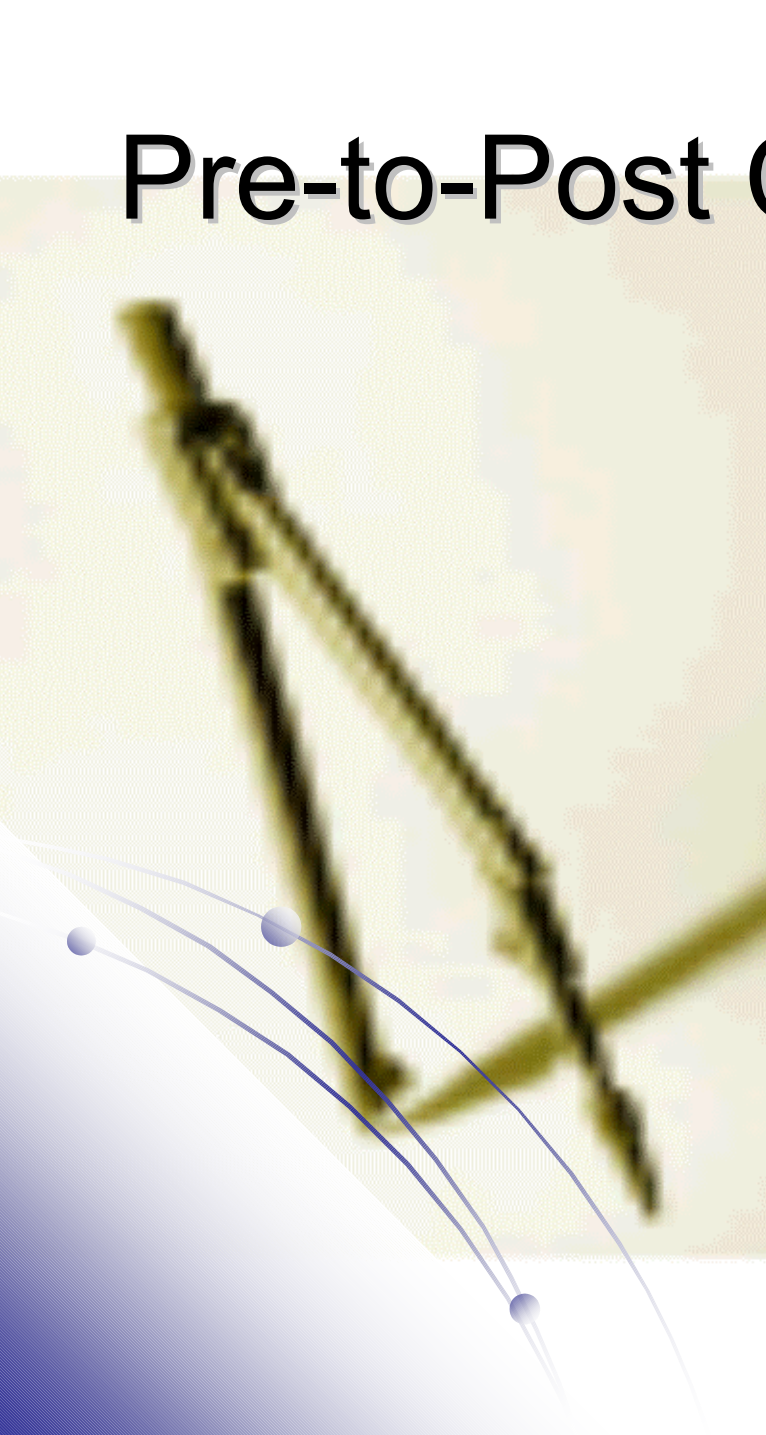
# Private Sector Customer Targeting

- Scheduling Priority

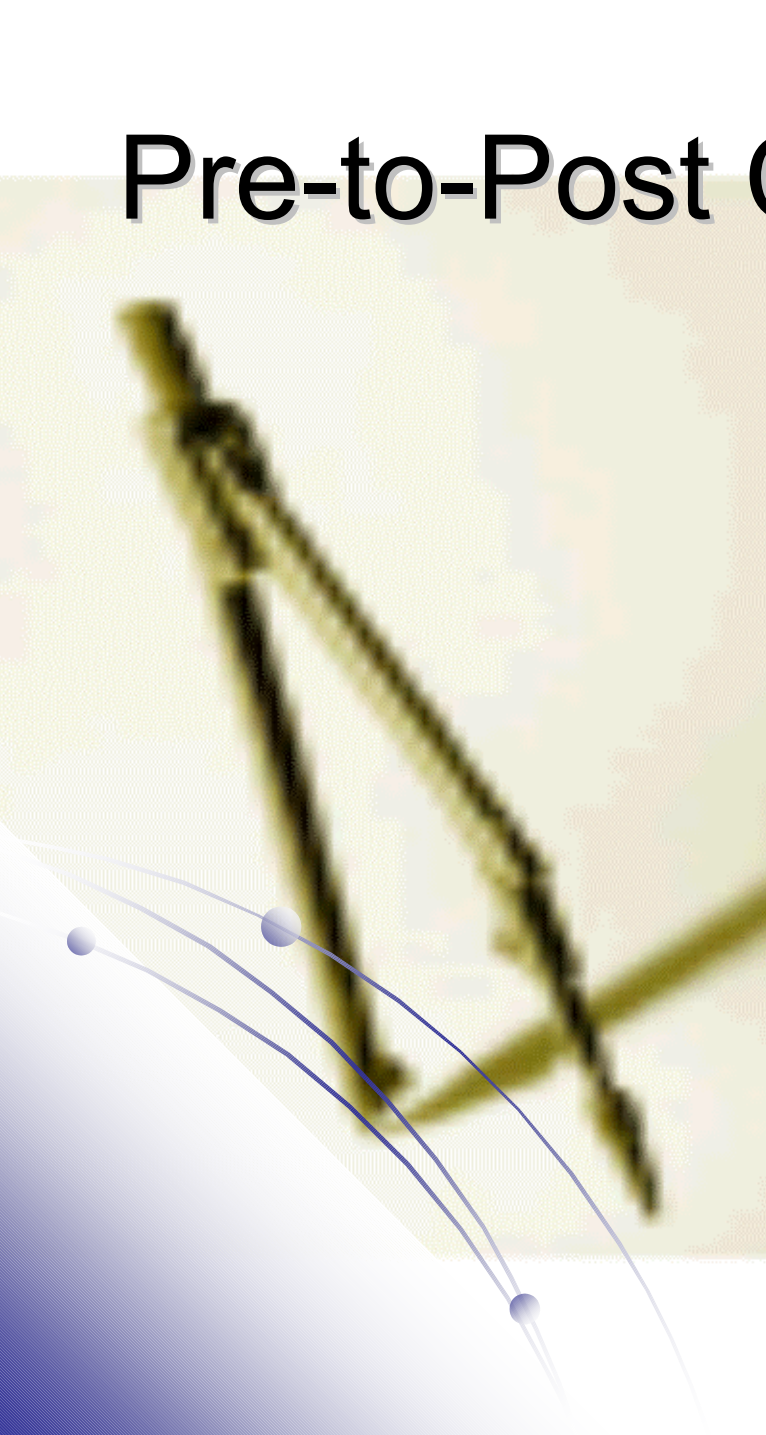
# Testing

- Involved 1,271 employers at 3,259 establishments.

# Pre-to-Post Consultation Results

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- Total injury and illness incidence rate decreased 5.6%. Declined from 12.4 to 11.7 per 100 workers.
  - Lost workday injury and illness rate decreased by 5.3%, dropping from 3.8 to 3.6 per 100 workers.

# Pre-to-Post Consultation Results

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- A decorative background on the left side of the slide. It features a close-up, slightly blurred image of a black pen with a silver clip, angled diagonally. Below the pen, there are several thin, curved lines in shades of blue and purple, with small circular markers at their ends, suggesting a graph or data trend.
- Disabling compensable injury and illness incidence rate dropped 75%, from .8 to .2 injuries and illness per 100 workers.
  - Represents a savings of \$11,105 per claim or \$10.6 million on 957 claims.
  - Customer satisfaction survey gave intervention program very high ratings.

# What Makes the Intervention Program Work?

- The USF Safety Florida Consultation Program, delivers its services based on the tested Division of Safety intervention program.

- SafetyFlorida intervention program packages seven elements familiar to safety management professionals.

# Elements of the Seven-Up Safety and Health Program

- Management commitment and involvement
- Safety committee
- Safety and health training
- First aid procedures
- Accident investigation
- Recordkeeping procedures
- Safety rules, policies and procedures



# Element One: Management Commitment and Involvement

- Employees must report unsafe conditions.
- Not perform work tasks if work is considered unsafe.
- Report all accidents, injuries, and unsafe conditions



# Element One: Management Commitment and Involvement

- Management will not retaliate those who report unsafe conditions.
- Management will consider employee recommendations.
- Management will provide resources to correct unsafe conditions.
- Management will discipline violators.

# Element Two: Safety Committee

- Safety committee should not be told to “do their own thing.”
- Management should assign projects and problems to the safety committee.
- Define committee’s tasks.
- Specify reporting requirements.



# Element Three:

## Safety and Health Training

- Include managers, supervisors, and employees.
- Workplace safety and health orientation begins on the first day of employment or job transfer.
- Each employee has access to safety manual.
- Compliance with safety rules in manual is required for continues employment.



# Element Four:

## First Aid Procedures

- Delivery of first aid at work site is as good as the preparation and training that precedes it at the work site.
- List all emergency phone numbers.
- Learn minor first aid treatment.
- Evaluate need for non-emergency and emergency medical treatment.



# Element Five: Accident Investigation

- Training in filling out accident investigation report.
- Must investigate all accidents.



# Element Five:

## Accident Investigation Reports

- Implement temporary control measures.
- Review equipment, operations, and processes.
- Identify and interview each witness.
- Investigate causal conditions and unsafe acts.
- Complete accident investigation report.
- Recommend corrective actions.
- Indicate additional or remedial training.
- Submit report within 24 hours of accident.

# Element Six: Recordkeeping

- Safety coordinator controls all employees accident and injury records.
- Log and Summary of Occupational Injuries and Illnesses (29CFR 1904.2)
- Accident Investigation Reports
- Workers' Compensation Notice of Injury Reports



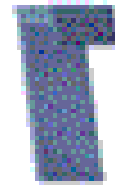
# Element Seven: Safety Rules, Policies, and Procedures



- Effective management-to-employee communication assures employee awareness.
- Include general safety requirements
- Include company-specific safety rules

# **The SafetyFlorida Seven-Up Safety and Health Program**

1. Management Commitment and Involvement
2. Safety Committee
3. Safety and Health Training
4. First Aid Procedures
5. Accident Investigation
6. Recordkeeping Procedures
7. Safety Rules, Policies, and Procedures



# What's the "Up" in Seven-Up?

Union in Partnership



7 UP

# What's the “Up” in Seven-Up?

- Extending SafetyFlorida's partnerships with small business focus groups and professional associations.
- Sharing information, training materials and continued research
- Promoting SafetyFlorida consultation
- Online access through the Web

■ <http://www.safetyflorida.usf.edu>

Questions?

Please stand

**UP**